



KEY FINDINGS FROM STAKEHOLDER ENGAGEMENT TRANSFER PATHWAYS WORKGROUP

"It's disheartening for students who took years to get through community college part-time, only to find more barriers at the university and that the light at the end of the tunnel is further away than they expected."

Capitol Impact conducted a series of interviews and focus groups with students, families, K-12, community college, and university staff, and employer stakeholders from May through October 2025. The following are salient themes and actionable recommendations arising from those conversations.

CROSS-CUTTING THEMES AMONG STAKEHOLDERS

Navigational and Structural Barriers Create Confusion and Disconnect

Key Insight: Navigating the transfer process is often more complicated than students anticipate, with unclear or additional requirements creating frustration and delays, especially when terminology is used differently across these institutions. Institutional barriers, such as identity verification and enrollment systems, further exacerbate the challenges students face during onboarding.

Advising Tools Prove Beneficial but More Hands on Support is Needed

Key Insight: Students are offered effective tools and programs such as Transfer Planner, Transfer Success Pathway, and Cal-GETC, however limited advising capacity and lack of cross-department communication create barriers for students and advisors. Advisors are challenged with communication and articulation agreements across colleges, leading to compromises or inaccurate information being given to students.

Build Community to Instill Excitement and Overcome Transfer Fatigue

Key Insight: Transfer students at 4-year institutions often face unique challenges, yet many campus staff assume they require less support due to their prior college experience. In reality, transfer students are navigating a new system and often need tailored resources to succeed. While success centers help, there is a need for more community-centered onboarding and orientation to connect newly admitted students.

ACTIONABLE RECOMMENDATIONS

- Engage K-12 Students Through Site Visits and Alumni Panels
- Supply Funding for Community College Transfer Centers
- Revamp Course Equivalencies Between Community Colleges and 4-Year Institutions
- Host "Degree Completion Days" at 4-Year Institutions

"...we have to kind of guide them a little bit more through all of these steps and when they're getting to their senior year and they're having to communicate more directly with their universities or if they're continuing down the Community College pathway."

**QUESTIONS?
CONTACT US!**

research@capitolimpact.org

FROM INSIGHT TO ACTION: SACRAMENTO K-16 COLLABORATIVE GOALS

GOAL 1: SEND AN ADDITIONAL 1,300 YOUNG MEN OF COLOR TO UC DAVIS AND SACRAMENTO STATE BY 2025 AND 2026.

IMMEDIATE ACTIONS:

- Expand targeted outreach & mentorship.
- Strengthen culturally responsive advising.
- Facilitate transfer support workshops.
- Embed proactive retention supports.

SUSTAINABILITY STRATEGIES

- Institutionalize mentoring & affinity-based retention programs.
- Expand scholarships & financial aid programs.
- Engage in data-driven program improvement.

GOAL 2: TRIPLE THE NUMBER OF THE REGION'S STUDENTS WHO CAN GRADUATE FROM HIGH SCHOOL WITH BOTH A DIPLOMA AND THE FRESHMAN YEAR OF COLLEGE COMPLETED BY 2026.

IMMEDIATE ACTIONS:

- Standardize dual enrollment policies.
- Expand dual enrollment pathways in CTE fields.
- Address faculty shortages in dual enrollment.

SUSTAINABILITY STRATEGIES

- Expand regional data-sharing to inform dual enrollment program improvements.
- Secure state and philanthropic funding to support ongoing faculty training and program expansion.
- Embed dual enrollment equity goals in LCAP plans.

GOAL 3: TRIPLE THE NUMBER OF STUDENTS WHO CAN GRADUATE HIGH SCHOOL FROM HEALTHCARE AND ENGINEERING PATHWAYS THAT ARTICULATE TO APPRENTICESHIPS OR STACKED POSTSECONDARY CERTIFICATES AND DEGREES.

IMMEDIATE ACTIONS:

- Enhance employer partnerships for career exposure.
- Address STEM faculty shortages.
- Align K-12 coursework with industry standards.

SUSTAINABILITY STRATEGIES

- Develop a regional healthcare & STEM talent pipeline strategy.
- Institutionalize industry advisory boards.
- Expand funding for STEM and healthcare scholarships.

GOAL 4: AWARD 2,000 DEGREES AND/OR CERTIFICATES TO ADULTS WHO HAVE EARNED BUT NOT CLAIMED THEM, 2,000 DEGREES AND/OR CERTIFICATES TO COMEBACKERS, AND 4,000 "REVERSE TRANSFER" COMMUNITY COLLEGE DEGREES AND/OR CERTIFICATES BY 2026.

IMMEDIATE ACTIONS:

- Bolster the Comebacker Campaign.
- Expand direct admission and reverse transfer agreements.
- Strengthen wraparound supports for adult learners.

SUSTAINABILITY STRATEGIES

- Sustain the Comebacker Campaign permanently.
- Leverage workforce partnerships for tuition aid.
- Leverage the data-sharing agreement to develop a permanent infrastructure for tracking adult learner outcomes.

GOAL 5: ACHIEVE HISPANIC SERVING INSTITUTION (HSI) STATUS FOR COLLEGES AND UNIVERSITIES THROUGH THE FULL POSTSECONDARY CONTINUUM.

IMMEDIATE ACTIONS:

- Expand Latinx student recruitment efforts.
- Increase Latinx participation in dual enrollment and transfer pathways.
- Promote financial aid and scholarship access.

SUSTAINABILITY STRATEGIES

- Institutionalize HSI-aligned student success initiatives.
- Secure long-term funding through Title V HSI grants.
- Strengthen retention and degree completion efforts.
- Foster inclusive campus environments.